

ROUTING AND TRANSMITTAL SLIP

Date

22 July 1987

TO: (Name, office symbol, room number, Building, Agency/Post)		Initials	Date
1.	7D24 Headquarters ADDA	<i>[Signature]</i>	23 JUL 1987
2.	DDA 27 JUL 1987	<i>[Signature]</i>	
3.	EXA/DDA	<i>[Signature]</i>	10 AUG 1987
4.	Registry (File)		
5.			

Action	File	Note and Return
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Circulate	For Your Information	See Me
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Coordination	Justify	

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REMARKS

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FROM: (Name, org. symbol, Agency/Post)	Room No.—Bldg.
Gary E. Foster D/Medical Services	Pl <i>[Signature]</i>

STAT

5041-102

☆ U.S. GPO: 1986-491-247/40012

OPTIONAL FORM #1 (REV. 7-76)
Prescribed by GSA
FPMR (41 CFR) 101-11.206

DD/A Registry
87-1554x

22 July 1987

MEMORANDUM FOR: Director of Personnel
Director of SecurityFROM: Gary E. Foster
Director of Medical Services

SUBJECT: Status Report on the 1967 Career Trainee Project

Ted, Jim -

1. These are some very early, unrefined findings from a study being conducted by [redacted] (copy attached). It will be rich if we can compare notes on the [redacted] 1967 CTs. Your records will round out the picture, helping us understand what really happens to people who have been carefully selected as they move through their careers. Do they meet our expectations? Their own? Do we train/develop well or at all? Do we assign well? What are the effects on these people of factors in their non-Agency lives? Why do some outperform others in the class? And why do some run off the rails entirely? This will be a long term project. Bill and Hank are quite interested. I think others will be also as we begin to roll out some serious information. Even the statistics alone will be fascinating. I hope you'll join in the effort when [redacted] is ready to go beyond OMS data. We'll need your help. One thing we've learned already is how hard it is to know who EOD'd and is still employed! One tenet of our study will be anonymity of the cases. All data will be sufficiently aggregated to hide identities (except that the low incidence of death may identify any who have died.)

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2. It might be useful for [redacted] to have a formal contact in your Offices, so that he can discuss the project in more detail and find out what you might have to add from your files. Please identify someone to me, and I'll make sure that they get together soon.

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[redacted]
Gary E. Foster

Attachment

cc: [redacted]

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ROUTING AND TRANSMITTAL SLIP

Date
16 July 1987TO: (Name, office symbol, room number,
building, Agency/Post)

Initials

Date

1. A/DDA

17 JUL 1987

2.

3. DD/A

17 JUL 1987

4. 10/oms

5.

Action	File	Note and Return
Approval	For Clearance	Per Conversation
As Requested	For Correction	Prepare Reply
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Coordination	Justify	

REMARKS

The Class of 1967 Study -- very early
and unrefined data. This report gives us
some things to think about. As it unfolds,
we will be pleased to try to address questions
that you may have.

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FROM: (Name, org. symbol, Agency/Post)
D/Medical Services

Room No.—Bldg.

Phone No.

STAT

5041-102

☆ U.S. GPO: 1986-491-247/40012

OPTIONAL FORM 41 (Rev. 7-76)
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Interesting. Keep me informed, pls, as
it goes along.

S E C R E T

16 July 1987

25X1

NOTE TO:

SUBJECT: Status Report on the 1967 Career Trainee Project

A. Considerations

1. In simplest form, this project begins with the observation that: "We should be able to learn something useful in the cause of Agency human resource management through a systematic study of the individuals who completed the Career Training Program (CTP) during calendar year 1967". In more concrete terms, beginning from the voluminous **information base on each individual collected prior to his/her entry into the CTP** and by combining these data with the 20 year **record of each person's organizational experiences (assignments, training, etc.)** as well as with the record of organizational **outcomes (accomplishments, awards, promotions, separations, etc.)**, it becomes possible to explore questions regarding the **"Optimums"**.

2. Equating the "Optimums" with Agency-defined "success" (accomplishments, awards, promotions, absence of involuntary separation), questions to be explored are:

a. ~~are there optimum individual characteristics of the careerist involved which are relatively independent of career path characteristics?~~

b. are there optimum career paths exclusive of the individual characteristics of the careerist involved?;

c. ~~are there optimum careers which derive from identifiable combinations of the characteristics of the individual careerist involved with characteristics of the particular career path?~~

3. To this point, the project formulation represents "...a notable feat, of one-way thinking on a two-way street". ~~None~~ of the individual and/or organizational characteristics ~~mentioned~~ above are static. The individual (the 1967 CT) is no more a constant than is the Agency. The individual and the Agency have interacted and changed each other while, simultaneously, each has been changing by virtue of events unique to the

S E C R E T

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